

Gender Equality & Sexual Diversity Committee Annual Report

Calendar Year 2023

1. GESDC members gave feedback on the UM Assessment Policy feedback in quarter 1.
2. Rector nominated Chair to liaise with Human Rights' Directorate's Gender Equality and Mainstreaming Strategy and Action 2022-27 (GEMSAP). Chair collects and reports on events/policies/measures introduced at UM by collecting data from a number of focal points. Data is shared with MEYR and GEMSAP.
3. On the 6 January 2023, both chairs met with the Rector to discuss the results of the Sexual Harassment Study conducted in 2021
4. In view of GEMSAP, GESDC liaised with UM Legal Services which maintained that UM legislation does not differentiate between men and women at UM.
5. Both Chair and co-Chair are members of the Equity Committee.
6. Chair liaises with Dr Karen Cacciattolo, HRS4R, on issues relating to gender and research. In 2023-4 Chair gave advice on the compilation of a Training/Manual for Principal investigators involved in research.
7. A number of meetings were held with the Quality Assurance team to find means of compiling data with the help of intelligent business software where the gender audit is concerned.
8. Uploaded the 2018-2020 Gender Audit on the Equity Office website
9. GESDC chair and co-chair gave feedback on the gender audit 2021-2022 compiled by Equity Coordinator.
10. Both chairs presented a paper entitled: *How can universities protect young researchers from gender-based violence?* At Voicing young researchers for the future of Europe: Trends, challenges and policies, first annual conference of the COST ACTION CA20137 (VOICES), 14 February 2023.
11. Chairs and the Equity Coordinator met with Rector and Pro-Rector to discuss gender based data and the audit carried out by the Equity Office, 23 February 2023.
12. Chair, co-chair and Prof Janet Mifsud took part in GEPARD (Gender Equality Programme in Academia – Raising Diversity, an Erasmus project) and Erasmus project. This project involved four outputs
 - a. Conducting research on Gender Equality Plans found in higher educational institutions in the EU in order to come up with a tool to enable organisations to construct gender equality plans
 - b. The three GESDC members helped in the compilation of a methodology textbook which would help those interested in designing a gender equality plan to do so.
 - c. Participated in the design and content of a website created by the Italian partners to showcase universal GEP tool, methodology toolkit, lesson plans and videos created for the project.
 - d. Designed 10 lesson plans to help in the dissemination of information regarding diversity, equality and inclusion among students and staff.
 - e. Took part in a number of international meetings - at the University of Paris Lodron, Salzburg 19-21 April 2023; Miskolc, Hungary in 5-7 July 2023. GESDC hosted an international meeting in Malta on 25-27 October 2023.

- f. Chair and co-Chair formed part of the scientific team linked to the GEPARD final conference which will be held at the University of Silesia in March 2024.
 - g. GESDC chair an/or co-chair met with Rector on a number of times: topics involved the GESDC setup, Gender identity policy and SOP, feedback on the Sexual Harassment study, the promotion of rape culture by members of staff.
13. Mutual Learning Workshop - GESDC organised a round table on 28 March 2023 at the Junior College to discuss issues relating to the implementation of gender equality plans with organisations that have one. Hon Rebecca Buttigieg and Prof Carmen Sammut, Pro-Rector Students and Staff and Outrach opened the first session. Those who attended felt that they needed to continue meeting to learn from each other and to share material. A network was set up. Further meetings took place on 15 September 2023 at MCAST and 7 November 2023, MCST.

Organisations involved
Malta Council for Science and Technology
American University of Malta
Gozo Regional Development Authority
Gender Mainstreaming Unit, Human Rights Directorate
National Commission for the Promotion of Equality
Ministry for Education, Sport, Youth, Research and Innovation
Ministry for Education, Sport, Youth, Research and Innovation - Directorate for International Relations and Programme Implementation
Barts and London School of Medicines
Institute of Education

14. On 10 March 2023, both chairs attended an Exhibition: 'In-Nisa Maltin' Agatha Barbara and her times which was held at UM library.
15. Prof Cutajar was a speaker at a round table event organised by the Consultative Council for Women's Rights seminar on 3 March 2023. This event took place at the Salini Resort Hotel.
16. Prof. Cutajar, Prof. Naudi, and Dr Anna Borg spoke at FIDEM's International Women's Day Conference held on 8 March 2023 at the Corinthia San Ġorġ. They delivered the following presentations:
- a. The effects of gender segregation in higher education – Prof. Cutajar
 - b. Domestic Violence – Prof. Naudi
 - c. Sexual Harassment at the Workplace: where are we failing? – Dr Borg
17. Prof Cutajar was one of the panel during the talk show POPOLIN which took place on 8 March 2023, at PBS.
18. Chair took part in a discussion on a documentary entitled Picture a Scientist which was organized by CineXjenza at Spazju Kreattiv on 18 April 2023. Illum ma' Steph devoted a slot to this event. Slot was recorded on 27 March 2023.
19. The Co-Chair took over the EDI training of staff on gender at UM when Ms Marcelle Bugre, Equity Coordinator resigned. This course was organized by HRMD, 29 March 2023.

20. Chair is a member of a board set up by Pro-Rector Students, Staff and Outreach to organise EDI training at UM. GESDC took part in the compilation of a syllabus. Lesson plans and powerpoint presentations that were created for the GEPARD Erasmus project, were shared with committee members.
21. The Co-Chair gave training to iBelong teachers about *Confronting Homophobia and Racism in the Classroom*, 23 June 2023.
22. The Gender Identity Policy and SOP designed by co-Chair were reviewed by Legal Services and returned in September 2023. Legal Services gave feedback on the policy and SOP in question.
23. Science in the City Committee asked GESDC to offer the persons who were going to take part in the event EDI training. The co-chairs met with the organisers a number of times to see what was needed, venue, etc. The training itself took place on 31 July 2023 at the Junior College.
24. GESDC informed about the promotion of rape culture by an academic on his personal blog. This issue was raised with Rector and Pro-Rector Student and Staff and Outreach.
25. Co-Chair attended the CRPD Conference *Towards the Deinstitutionalisation of Persons with Disability in Malta 2023* on 4 December 2023.
26. Chair helped organise and took part in the 16 days of activism held in front of the library on 12 December 2023.
27. Chair is a member of the Inclusion group on SEA-EU.

Media contribution

Meilak, N. (2023, November 15). Women outnumber men at university ... until they reach doctoral level. Malta Today online.

https://www.maltatoday.com.mt/news/national/125995/women_outnumber_men_at_university_until_they_reach_doctoral_level

Amy Camilleri Zahra (2023, December 6). Recording of programme on GEPARD, in Konnekt Campus FM.